

**FACTORS CONTRIBUTING TO ADJUSTMENT OF
MIGRANTS FROM MYANMAR: A CASE STUDY
IN PHUKET**

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**UNIVERSITI SAINS MALAYSIA
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**FACTORS CONTRIBUTING TO ADJUSTMENT OF
MIGRANTS FROM MYANMAR: A CASE STUDY
IN PHUKET**

by

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FAKTOR PENYUMBANG KEPADA PENYESUAIAN GOLONGAN MIGRAN DARI MYANMAR: SATU KAJIAN KES DI PHUKET

ABSTRAK

Kajian ini mengkategorikan corak penyesuaian golongan migran dan meneroka faktor-faktor penyumbang kepada penyesuaian golongan migran dari Myanmar ke Thailand. Corak penyesuaian diukur berdasarkan empat indikator yang dibentuk dari perspektif luas dan juga perspektif penyesuaian antara budaya. Indikator ini termasuk kepuasan hidup, kesejahteraan, harga diri dan juga status pembudayaan. Tiga jenis faktor mempengaruhi penyesuaian yang telah ditinjau ialah faktor-faktor peribadi, sosial dan struktural. Temubual separa berstruktur telah dijalankan bagi mengumpul data daripada 60 orang migran di daerah Phuket. Analisis kandungan telah digunakan untuk menganalisa data yang diperolehi dari temubual. Didapati bahawa golongan migran dari Myanmar boleh dikelaskan kepada empat corak penyesuaian iaitu penyesuaian sangat baik, penyesuaian sederhana, penyesuaian rendah dan tiada penyesuaian. Penyesuaian mereka dikaitkan dengan faktor-faktor peribadi, sosial dan struktural. Faktor peribadi yang menyumbang kepada penyesuaian migran adalah gender, umur, pekerjaan, pendapatan (sebahagian daripada SES), identiti etnik, kebolehan berbahasa dan strategi pembudayaan. Faktor sosial yang menyumbang kepada penyesuaian migran pula terdiri daripada rangkaian persaudaraan, rangkaian bukan persaudaraan dan faktor-faktor berkaitan dengan keluarga. Perbezaan persepsi antara golongan migran terhadap faktor struktural mempengaruhi tahap penyesuaian mereka. Kajian ini telah mencadangkan kerangka teori yang lebih komprehensif bagi merumuskan variabel penyesuaian bagi golongan

migran. Kajian ini juga mengesyorkan beberapa implikasi praktikal yang boleh membantu penyesuaian golongan migran.

FACTORS CONTRIBUTING TO ADJUSTMENT OF MIGRANTS FROM MYANMAR: A CASE STUDY IN PHUKET

ABSTRACT

This research categorized the patterns of adjustment of migrants and explored the possible factors contributing to the adjustment of migrants from Myanmar to Thailand. The patterns of adjustment were explored on the basis of four indicators derived from a broad perspective and an intercultural perspective of adjustment. They included life satisfaction, well-being, self-esteem and acculturation status. Three factors contributing to adjustment were explored including personal, social and structural factors. Semi-structured interviews were conducted to collect data from sixty migrants in Phuket province. Content analysis was applied to analyze the data obtained from these interviews. It was found that migrants from Myanmar could be classified into four patterns of adjustment: well-adjusted, medium-adjusted, low-adjusted and poorly-adjusted. Their adjustment was contributed by personal, social and structural factors. The personal factors contributing to migrant adjustment were gender, age, occupation, income (a part of SES), ethnic identity, language proficiency and acculturation strategy. The social factors contributing to migrant adjustment were kinship network, non-kinship network and family-related factors. The differences in migrants' perception towards structural factors affected their level of adjustment. The study proposed a more comprehensive theoretical framework outlining the adjustment variables of migrants. The study also suggested several practical implications that can assist in the adjustment of migrants.

CHAPTER 1

INTRODUCTION

1.1 Overview

Adjustment involves changes as a result of the interaction between the individual and the environment. This interaction may lead to different outcomes depending on many factors, for example, the situation, and the attitudes of an individual (Crow, 1971). Despite the differences in adjustment patterns, the aim of adjustment is to seek harmony, life satisfaction and wellness (Miller, Yahne & Rhodes, 1990).

Migration is a major life event in which individuals make significant adjustments. This is because migrants change their environment by moving from one place to another (Luhmann et al., 2012b). Migration initiates interactions between migrants and the host community. These interactions lead to difficulties that migrants need to deal with because each society has its own norms. Therefore, a behavior that might be considered as well-adjusted in one culture can be maladjusted in another culture. Acculturation is studied in order to evaluate the adjustment of a person in an intercultural situation, especially migration (Berry et al., 2011).

Acculturation means changes that occur as a result of the interaction between people from different cultures (Gibson, 2001). It basically focuses on migrants in a new culture (Berry, 2001). When there is an encounter between two cultures, a migrant is assumed to fall into one of the four acculturation statuses (Berry, 2001). They include assimilation in which a person discards his/her original culture and blends into the new culture. Separation occurs when a person retains his/her own culture and resists learning the new culture. Marginalization occurs

when a person abandons both the original and the new culture. Integration is the status where a person is able to retain his/her original culture and is willing to learn about the new culture (Berry, 2001; Schwartz et al., 2013; Valtonen, 2008; Ward, Bochner & Furnham, 2001).

The current research attempts to fulfill the gap between a broad and an intercultural perspective of adjustment by combining both perspectives in the study. This is because each perspective brings about a different target of adjustment. A broad perspective targets on changes in a person's internal mind whereas an intercultural perspective focuses more on the external relationship of a person to a new culture. A well-adjusted person, in a broad perspective, is one who acquires a sense of satisfaction in life, well-being and self-esteem. From an intercultural perspective, a well-adjusted migrant is a person who achieves an integrated status. Therefore, in combining the two perspectives, a migrant's adjustment will be indicated by life satisfaction, well-being, self-esteem as well as acculturation status. This study looks at how adjustment can be indicated by both the psychological state and the acculturation status.

This study also highlights the importance of researching factors contributing to adjustment. Adjustment is likely to be influenced by many factors. People might have different patterns of adjustment even when they face the same situations. This is because a person's adjustment depends on his or her past experiences which shape the attitude of the person (Crow, 1971). Moreover, since adjustment occurs when a person interacts with his or her surroundings, the social characteristics of a person might influence his/her adjustment as well. Accordingly, in exploring the factors influencing migrant adjustment, one should include personal and social factors in the study. Personal factors refer to the characteristics of the individuals such as ethnicity

and the experiences related to migration. Social factors refer to relationships with friends, relatives and within the family. Moreover, since migration is a manageable issue in a host country, structural factors associated with support or the system that are relevant to migrants as provided by the host government should also be assessed. These are, for example, health and education.

This research is intended to gain a comprehensive understanding of factors contributing to adjustment of migrants from Myanmar to Thailand. Three factors will be explored. Personal factors include gender, age, SES, ethnicity, ethnic identity, language proficiency, experiences related to displacement, the migration experience, hope and the acculturation strategy. Social factors include the kinship network, the non-kinship network and family-related factors. Structural factors refer to the perception of migrants toward systems that they experience in Thailand.

Phuket province is selected as the setting of the case study. This is not only because of the increasing number of migrants in the province, but is also because the area can provide an insight into migrant's socialization and his/her adjustment. To achieve this, migrants working in different occupation sectors will be recruited and interviewed.

1.2 Statement of the Problem

The United Nations (2013) reported that 232 million people (3.2 per cent of the world's population) in the world were international migrants in 2013, compared to 175 million people in 2000 and 154 million people in 1990. In Thailand, the Office of Foreign Workers Administration (2013) revealed an increasing number of foreign workers who are allowed to work in Thailand. The statistics of foreign workers in Thailand from 2006 – 2012 are shown in Figure 1.1

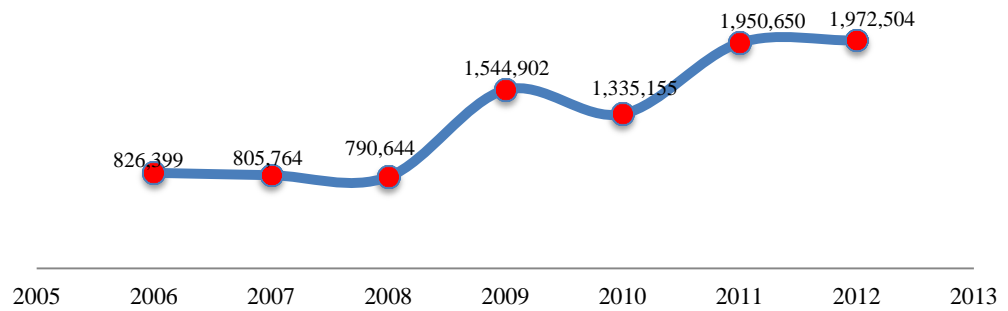


Figure 1.1 Movement of foreign who are authorized to work in Thailand 2006 - 2012

The migrant workers are classified into two groups; legally migrated and illegally migrated workers. The number of illegal workers was higher from 2006 to 2011 (Figure 1.2). In 2012, the number of illegal workers has significantly decreased due to their having proof of nationality, which changes immigrant status from illegal to legal.

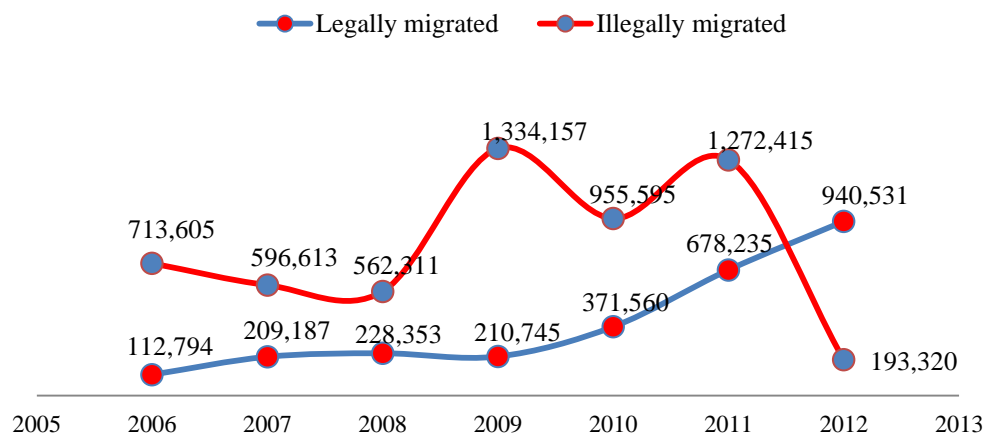


Figure 1.2 Number of legal migrants and illegal migrants in Thailand

Most illegal migrants migrate from the neighboring countries of Thailand including Myanmar, Lao and Cambodia. Among them, migrants from Myanmar are the majority. Figure 1.3 shows the number of migrants from Myanmar categorized in

“cabinet resolutions for 3 nationalities” This resolution allows migrants from Myanmar, Lao and Cambodia who migrated illegally to work in Thailand. The number of migrants from Myanmar increased from 2002 to 2011. In 2012, the figure decreased as proof that the nationality process shifted them from illegal to legal. However, the total number of migrants from Myanmar in Thailand remains the highest. There are 1,333,227 migrants from Myanmar (67.59 per cent) from 1,972,504 migrants in the country.

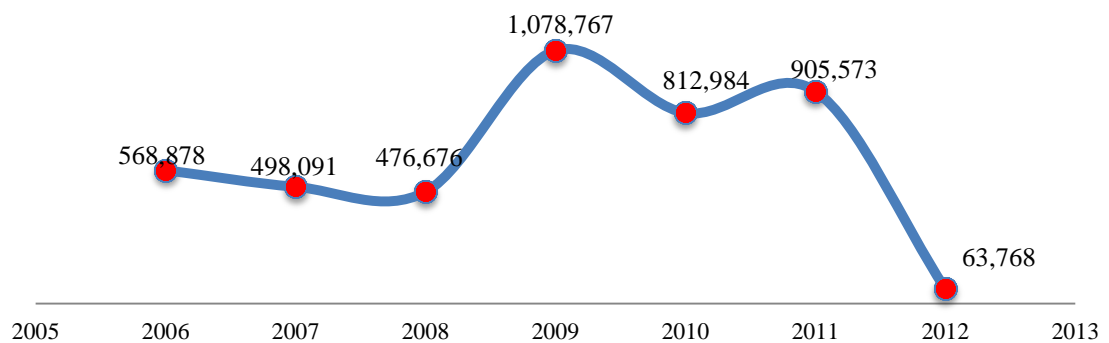


Figure 1.3 Number of migrants from Myanmar categorized in cabinet resolutions for 3 nationalities from 2006 - 2012

Phuket is one of the most popular destinations for migrants from many countries in the world. The provincial employment office (2013) also reported the increasing number of migrants in Phuket. The majority of migrants are also from Myanmar. Figure 1.4 shows the number of migrants from Myanmar to Phuket from 2006 until 2012.

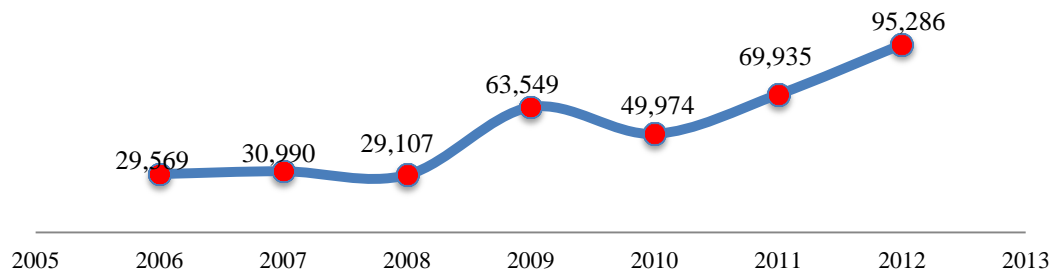


Figure 1.4 Number of migrants from Myanmar in Phuket from 2006 - 2012

Similar to other migration in the world, migrants from Myanmar to Thailand hope to increase their life quality and escape from the difficulties of life in the country of origin. Unfortunately, there are issues that limit their success. Firstly, migration can cause tension for both the migrants and the host country. The tension eventually affects the quality of life of both migrants and local people (Berry, 2001). For local people, tension is caused by, firstly, the perceived differences between themselves and migrants. It was found that local people are less likely to accept newcomers when they perceive that the newcomers have different physical characteristics to them (Nesdale, Rooney, & Smith, 1997). For example, in Australia, white people are more accepted than those who migrate from Asia. Secondly, people could feel threatened by newcomers as they perceive that migrants could put a burden on their government and society (Rakkito, 2008), for example, sharing public services, the risk of infection, losing jobs, and the security of the country. These circumstances occur especially when the migrants are unskilled and could be worse when resources are insufficient to serve the increased number of people (Rakkito, 2008).

For the migrants, there are two factors that create tension. Firstly, there may be differences in the background of migrants and the host society, for example, differences in language, culture, beliefs and values (Berry, 2001). It was found that discrimination originates from the differences between the host culture and the newcomers. The more the host society perceives culture differences, the less migrants are accepted (Kim, 2010; Phinney et al., 2006a). Discrimination is a stress-related factor for migrants, resulting in depression and poor performance at work and school (Levitt, Lane & Levitt, 2003). Secondly, migrants can lose connections with friends and family through migration. Moreover, they might feel insecure as a result of unforeseen circumstances in the new environment. These situations could affect their tension resulting in deviant behavior, such as drug use (Valtonen, 2008).

Though study of migrants and migration in Thailand is not a new issue, there is still limited research looking at the issue from psychological perspectives. The studies that have been done previously were mostly in the field of anthropology, sociology, social work and politics. Moreover, migration has its own particularities in different areas. This is because migrants and the host people from a different ethno-cultural group have different values, attitudes and behaviors, and this affects the degree of adjustment (Valtonen, 2008; Phinney et al., 2006a). This study will provide new knowledge on psychological and intercultural perspectives by focusing on how well migrants from Myanmar adjust, and by determining the factors that influence adjustment.

1.3 Significance of the Study

This research is important in a number of ways. Firstly, it aims to address the issue of increasing migration from Myanmar to Phuket, the case study area. This

study provides insights into how well migrants adjust beyond just one approach as it combines a psychological and an intercultural perspective of adjustment in a study. It also determines the factors contributing to adjustment by examining a broad range of possible factors including personal, social and structural factors.

Secondly, as migration causes tensions for both people in the host country and migrants, satisfactory migrant adjustment can lead to a lower risk of tension between the host and the migrants. It will also help to explain how their quality of life can be improved. By understanding the factors leading to better adjustment, the findings of this study can recommend several approaches that can be followed to enhance adjustment in the context of migrants in Thailand, and eventually decrease the risk of conflict between the hosts and the migrants.

Lastly, as this research will be conducted in an area that is new for migrants from Myanmar, it will be particularly helpful in enhancing the well-being of local people and migrants in the area. Based on the findings, recommendations will be specific in nature to address the specific needs of the people in the area. This study will also contribute to studies that take a more psychological approach to the study of migration.

1.4 Purpose of the Study

This study aims to explain adjustment and the factors that influence it for migrants in a host country. As it focuses on migrants from Myanmar in Phuket, the purposes of this study are

1.4.1 To explore the patterns of adjustment of migrants from Myanmar in Phuket.

1.4.2 To explore the pattern of personal, social and structural contexts of migrants from Myanmar in Phuket.

1.4.3 To analyze how personal, social and structural contexts of migrants relate to the adjustment of migrants from Myanmar.

1.4.4 To analyze the factors contributing to adjustment of migrants from Myanmar in Phuket.

1.5 Research Questions

In accordance with the purposes of the study, there are four research questions in this study as follows.

1.5.1 What are the patterns of adjustment of migrants from Myanmar?

1.5.2 What are the patterns of personal, social and structural contexts of migrants from Myanmar?

1.5.3 How do personal, social and structural contexts of migrants from Myanmar relate to their adjustment?

1.5.4 What are the factors contributing to adjustment of migrants from Myanmar?

1.6 Definition of Key Terms

This section defined the terms of adjustment, indicators and factors of migrant adjustment.

1.6.1 Adjustment

Adjustment means the ability of migrants from outside the host country to deal with a new environment and situation after migrating to that particular country. In the case of the study, the focus is on the adjustment of migrants from Myanmar in

Phuket, Thailand. The new environment and situation include work, family, relatives, friends and host society. Adjustment is reflected by life satisfaction, well-being, self-esteem and acculturation status.

1.6.2 Life satisfaction

Life satisfaction is a subjective assessment of one's quality of life. In this study, the focus is on the subjective assessment of quality of life of Myanmar migrants in Phuket. The quality of life includes personal life, family life, working life, relationship with relatives, friends, host society and feelings toward structural factors including related law, public policy and the migration process and etc.

1.6.3 Well-being

Well-being is defined within the context of PERMA. PERMA is the acronym for five indicators: P for positive emotion, E for engagement, R for positive relationship, M for meaning and accomplishment and A for achievement. PERMA includes both hedonic and eudaimonic well-being. Hedonic well-being includes pleasure, happiness and absence of unpleasant effects such as depressed mood. Eudaimonic well-being is the state when a migrant's life is in agreement with his or her values so that they feel intensely alive and authentic, existing as they really are. In this study, the well-being of Myanmar migrants in Phuket as indicated by these five elements will be examined.

1.6.4 Self-esteem

Self-esteem is defined as how a person rates him/herself in terms of overall characteristics, ability, values and attitudes. It combines both cognitive and affective

perspectives. In this study, the focus is on self-rating assessment of Myanmar migrants in Phuket.

1.6.5 Acculturation status

Acculturation status is a migrant's state of acculturation when a migrant encounters an intercultural situation. A migrant's acculturation status could be either assimilated, separated, marginalized or integrated.

1.6.6 Personal factors

The personal factors are the personal profile of the participants. In this study, the personal profiles of migrant labor from Myanmar will be assessed. They are gender, age, SES (income, education, occupation), ethnicity, ethnic identity, language proficiency, experiences related to displacement, migration experience, hope and acculturation strategy.

1.6.7 Social factors

Social factors are related to three different social aspects of migrants including kinship network, non-kinship network and family-related factors.

1.6.8 Structural factors

Structural factors are the perceptions of migrants toward systems in which migrants from Myanmar are involved in Thailand, such as work-related factors, the process of coming to Thailand, the welfare system, the school system, and healthcare.

1.6.9 Migrant from Myanmar

A migrant from Myanmar is a citizen of the Republic of the Union of Myanmar who migrates to Phuket. They can be Burmese or from other ethnicities such as Shan, Dawei, Rakhin Mon, Karen, and other hill tribes

1.6.10 Phuket

Phuket is a province situated in the south of Thailand.

1.7 Scope of the Study

There are a number of foci associated with this study. Firstly, the study only focused on migrants from Myanmar residing in Phuket. Secondly, although there were many ethnicities of migrant Myanmar citizens in Thailand including Burmese, Shan, Dawei, Rakhin, Mon, Karen, and other hill tribes, only migrants who had connection with the starting points were interviewed as snowball sampling was performed.

CHAPTER 2

LITERATURE REVIEW

2.1 Introduction of the chapter

The literature review starts with a discussion on the perspectives of adjustment. In the context of this research, the discussion of adjustment is categorized into two perspectives, a broad perspective and an intercultural perspective. In the next section, the two perspectives are analyzed and the indicators of adjustment are then discussed based on the analysis. Next, the factors contributing to adjustment are presented and discussed. The topic of migrants in Phuket is then discussed. The chapter ends with the conceptual framework of this research.

2.2 Perspectives of adjustment

The main objective of this topic is to present the concept of adjustment from various perspectives. Based on the focus of this research, the researcher has categorized adjustment into two perspectives, a broad perspective and an intercultural perspective. The content under this topic will answer three different questions concerning adjustment. (1) What is adjustment? (2) Why do people adjust? (3) How do people adjust? By critically examining the core concepts of adjustment in both perspectives, the researcher is able to analyze the indicators and factors of adjustment discussed in the latter parts of the literature review.

2.2.1 Adjustment in a broad perspective

This topic aims to provide information on adjustment. The section starts with the general concept of adjustment. This section will provide a basic understanding of adjustment and its meaning. To have a deeper understanding of adjustment, the

researcher explains the principle of adjustment and how adjustment is viewed in classical psychological theories in the next section. The section ends with a discussion of the approaches facilitating adjustment and the conclusion of the topic.

2.2.1(a) Concept of adjustment in a broad perspective

Adjustment is a word used interchangeably with another word, adaptation (Luhmann et al., 2012b). The concept of adjustment or adaptation was originally used by biologists. Biologists refer to ‘adaptation’ as the fitness and the survival of animals in habitats. Anthropologists and psychologists adopted this word to use with humans and developed the original concept. For humans, adaptation is the ability to biologically and behaviorally adjust to problems and demands of the surroundings or situation in order to fit to changed circumstances (Berry et al., 2011). In this research, the term adjustment is used. The literature review includes background knowledge on both adaptation and adjustment as described below.

Adjustment is a mechanism or a state of change in which a person interacts with his or her surroundings including other people, animals, objects, and cultures (Miller, Yahne & Rhodes, 1990). The interactions initiate difficulties that a person needs to deal with such as pain, disappointment, doubt, and fear (Calhoun & Acocella, 1983). The aims of change are to become harmonious with the surroundings, to gain psychological wellness and to satisfy the needs of the person (Miller, Yahne & Rhodes, 1990), including the need for emotional security, self-acceptance, self-esteem and self-fulfillment (Crow, 1971).

As a mechanism of change, adjustment includes the change by a person to fit the surroundings, or when a person changes his or her surroundings to suit him/her or a combination of both ways (Crow, 1971; Miller, Yahne & Rhodes, 1990). These

processes are consistent with the concept suggested by Grasha & Krischenbaum (1980), who divided adaptation into two types; adjustment and competence. For adjustment, a person adjusts in order to meet the demands of his or her situation by trying to match existing skills with the situation. The skills might not work perfectly with the situation, though they can help them to survive. In competence, a person either increases his or her ability to live in a new situation or shape the situation to match their ability. This type of adaptation can lead to enhanced quality of life.

As a state of change, adjustment could be either good or poor (Crow, 1971). The conditions of adjustment depend on the situation and the values of the evaluator (Calhoun & Acocella, 1983). This idea is consistent with Miller, Yahne & Rhodes (1990) who suggested that adjustment connotes adaptation to the norms of the society that a person lives in. To identify whether that person is well or poorly-adjusted depends on the societal context (Crow, 1971). For example, some behaviors, such as using slang, might be popular among teenagers but it is inappropriate for adults. Each age group has its own norms, and people are expected to follow the norms of his or her own group context. In this case, a teenager is considered well-adjusted if he conforms to the norms of his/her peers and uses slang. However, the aim of adjustment is not only to seek harmony with the surroundings, but also to gain wellness and satisfaction. It is a person's own choice as to whether to keep his or her own personality or to follow the standards of the society (Crow, 1971; Miller, Yahne & Rhodes, 1990). A well-adjusted person, at this point, is not a person who conforms to the norms of the society (Crow, 1971), but a person who has a good balance of getting along with the surroundings and, at the same time, retaining his or her own integrity (Miller, Yahne & Rhodes, 1990). In addition, the level of a person's

adjustment in a particular event could change if the person has a new experience or has a new attitude (Crow, 1971).

In conclusion, adjustment is a mechanism or a state of change when a person interacts with his or her surroundings. As a mechanism of change, it includes the change in a person to fit the surroundings, a person changing his or her surroundings to suit him/her or a combination of both ways. As a state of change, adjustment could either be good or poor. Adjustment connotes adjustment to the norms of a society. The level of adjustment also depends on the context of the society and the attitudes of a person. A well-adjusted person is a person who can find a balance between social norms and his/her integrity. The outcome of the balance is satisfaction and wellness of life.

2.2.1(b) Adjustment in classical psychological theories

As presented in the preceding section, adjustment implies adaption to the standards or norms of the society that a person lives in. The question related to this phenomenon is what is the standard? Miller, Yahne & Rhodes (1990) introduced four models/concepts explaining this question; the homeostatic model of adjustment, the concept of learning, the growth model of adjustment and the concept of self-determination. These four models/ concepts correspond to four major psychological theories of adjustment; psychodynamic theory, behavioral psychology, humanistic psychology and existential psychology (Calhoun & Acocella, 1983; Crow, 1971). The details are presented below.

The first concept is the homeostatic model of adjustment. The homeostatic model of adjustment identifies that there is a set-point in all societies. If a person's behavior is at the set-point, he or she is viewed as adjusted; if a person deviates from

the set-point, he or she is not adjusted (Miller, Yahne & Rhodes,1990). The complication of this concept is that the set-point varies from a person to another as well as from a society to another. It rather depends on the perception of each person. This concept corresponds with Sigmund Freud's complex system of psychoanalysis which states that human beings are irrational and destructive unless they are socialized and taught to be civilized. When there is a balance between the unconscious inner self of a person and the conscious features of his or her society, the person is adjusted. If they do not have such a balance, psychological symptom emerges. The outcome of the balance is happiness.

The second concept is learning. From this perspective, adjustment is the change after a person's experience. The experience is kept in a person's memory and is used later (Miller, Yahne & Rhodes, 1990). This concept corresponds with behavioral psychology or Skinner's reward and punishment behaviors. Behaviorists state that a person's action is shaped by rewards and punishments that follow the particular behavior of that person. A person tends to have more reward behavior than punishment behavior. As a result, a person's behavior is controlled by external factors. Adjustment, therefore, is driven by reward and punishment consequences. If a person's behavior is driven toward a reward consequence, he/she is well-adjusted. In contrast, if a person's behavior is driven toward a punishment consequence, he/she is poorly-adjusted.

The third concept is the growth model of adjustment. From this perspective, adjustment is a process of change toward self-actualization. In other words, it is the change toward what a person thinks he or she should be, not toward other people's thoughts (Miller, Yahne, & Rhodes, 1990). The self-actualization and growth is in a person's mind. A person is born and stays with it if it is not destroyed by his or her

environment. The weakness of this concept is that self-actualization is complicated to observe and it is difficult to confirm whether it actually exists. This concept corresponds with humanistic psychology. Abraham Maslow, a humanistic psychologist, stated that human behavior is not motivated by either a person's inner self or by his or her environment. The force of a person's action is his or her own authentic self. Therefore, we all pursue self-actualization.

The fourth concept is self-determination. This concept states that a person neither adjusts toward a set-point, his or her inner self-actualization, nor the experiences he or she has. A person changes because they have free will. It is a person's own choice that does not depend on anything (Miller, Yahne & Rhodes, 1990). This concept corresponds with existential psychology. Existential theorists state that the only thing given to humans is our existence. Everything depends on our choice. It denies the existence of any absolute force.

In conclusion, according to the concept of adjustment presented in the previous section that a person changes toward the standards of a society, it was found that there are various views of the term 'standard'. The state of being adjusted is viewed differently from different psychological perspectives (Calhoun & Acocella, 1983; Crow, 1971; Miller, Yahne, & Rhodes 1990). The change rather depends on the purpose of adjustment, which can be the balance of our unconscious and conscious mind, the adjustment to the external world, moving toward self-actualization or following our free will. It was, however, found that although psychologists have many models/concepts of adjustment, all concepts share the same goal to enhance harmony, life satisfaction and wellness. If a person changes toward the standard defining by each model/concept, the person is adjusted and if he or she

changes in the opposite direction, he or she can be considered as a maladjusted person.

2.2.1(c) Approach for adjustment in a broad perspective

Lehner and Kube (1964) stated that a person learns and adopts a pattern of adjustment from his or her family members. As a person is growing up, he or she learns additional patterns from a larger society and adapts them to different situations. This idea can also be found in the 'Alternative' process, one of the four processes of Miller, Yahne & Rhodes (1990)'s conditions facilitating adjustment. They wrote that conditions for a person's adjustment are awareness, acceptance, alternatives and access. Before adjusting, a person needs to have an 'Awareness' of change. It is the recognition that some problems exist. A person then needs to 'Accept' change, whether trying to change by him/herself or by obtaining support from others. At this point, the attitude of the person is important in the decision as to whether or not to accept a change. Moreover, a person with high self-esteem is more likely to accept change because he or she believes in his or her capability to improve. In contrast, if a person has low self-esteem, he or she will have difficulty in changing. A low self-esteem person, however, has a hope to change if they have good relationships with friends and family. The third element is 'Alternative'. This refers to choices of change. Sometimes a person recognizes that there is a need to change and to accept change but there is no choice for him or her. The way to overcome this problem is to learn from others. The person should observe how other people cope with problems and change. Lehner and Kube (1964) suggested that choices of change are mostly learned from family and past experiences. The last element is 'Access'. It is important that an individual has access to change when he

or she knows the alternatives. Grasha and Kirschenbaum (1980) suggested four 'Alternatives' as discussed in the following paragraph.

The first alternative of change is a medical approach. This approach views adjustment as a symptom that must be diagnosed or discussed to find the causes of the problem. Hence, drugs might be needed to help solve problems and direct the patient to adjustment. Second, the learning approach is a view of a person's behavior resulting from their learning or past experiences. To understand the behavior, it must be inspected from many perspectives. The data obtained are used to change the way a person behaves or to make him 'unlearn'. Third is the self-actualization approach. Humanistic psychologists view a person who is maladjusted as a person who notices the difference between his or her self-concept and the real situation. To help these people adjust, the psychologist needs to make them accept the person, thought or feeling that is different from their concept by using self-reporting. The last approach is a community and group approach. Maladjustment, in this view, results from the ineffectiveness of the interaction between the community and a person. In assessing the problems, interaction between an individual and the surroundings, including other people, must be examined. The result from the assessment is used to improve the situation in three ways, the person, the people who interact with the person and the community that the person belongs to.

In conclusion, this part of the literature review suggested the methods and processes of adjustment. It is concluded that a person tends to adopt a pattern of adjustment from his or her family and past experiences. In addition, there are four alternative methods facilitating adjustment, medical, learning, self-actualization and a community and group approach. These methods can be implemented when there is awareness, acceptance and accessibility to adjustment.

2.2.1(d) Conclusion of adjustment in a broad perspective

Adjustment is a state or a mechanism of change of a person in order to gain harmony with his or her environment, wellness and satisfaction of life. The adjustment mechanism includes change within a person, a person changing his or her environment or both of the strategies. The state of change can be divided into different levels, for example, well-adjusted, poorly-adjusted or maladjusted. The term adjustment implies that there is an interaction between a person and the surroundings. The concept of standards emerges as a result of this implication. A person changes toward the standard set by a society or community. Different psychological theories explain the ‘standard’ in different ways. They can be either the balance between our unconscious and conscious mind in psychoanalysis, adjustment to the external world in behavioral psychology, changing toward self-actualization in humanistic psychology or following our free will in existential psychology. Despite the varieties of views about what is ‘standard’, one shared idea is that a well-adjusted person is a person who has a good balance between maintaining a standard and retaining his/her integrity. The outcome of this is life satisfaction and wellness of life. Therefore, whether a person is well or poorly-adjusted can be observed from his or her life satisfaction and wellness. The topic also presented the process and methods with regard to adjustment.

2.2.2 Adjustment from an intercultural perspective

Despite the alternative adjustment concepts in psychology discussed in the previous section, one major idea is that adjustment is a basic human feature. Humans face changes all the times as we face different kinds of events in our life. Being in an intercultural situation is one of the events in which a person needs to adjust. It was